



AGENDA

BOARD OF TRUSTEES MEETING

Friday, June 6, 2008, 8:00 a.m.
Pineview Lodge at Wolf Creek Resort
3718 N. Wolf Creek Drive, Eden, UT

8:00 Breakfast

Call to Order and Welcome Attendees

Kay Blackwell

ITEM ACTION

- | | | |
|----|--|----------------|
| 1 | Excuse Board Members Absent | Kay Blackwell |
| 2 | Approval of April 18, 2008 Meeting Minutes | Steve Wall |
| 3 | Approve Amended 2008 Budgets | Johnnie Miller |
| 4 | Consider Benefits Consulting Contract | Johnnie Miller |
| 5 | Set Date and Time for Closed Meeting
to Discuss Character, Professional Competence, Physical/Mental Health of an Individual | Kay Blackwell |
| 6 | Action on Personnel Matters | Kay Blackwell |
| 7 | Set Date and Time for Closed Meeting
to Discuss the Pending or Reasonably Imminent Litigation | Kay Blackwell |
| 8 | Action on Litigation Matters | Kent Sundberg |
| 9 | Set Date and Time for Closed Meeting
to Discuss the Purchase, Exchange, or Lease of Real Property | Kay Blackwell |
| 10 | Action on Real Property Matters | Kay Blackwell |
| 11 | Ratification and Approval of Payments and Credit Card Transactions | Steve Wall |

INFORMATION

- | | | |
|----|--|----------------|
| 12 | Review Joint Policy Statements | Johnnie Miller |
| 13 | Review Employment Policies & Procedures Manual | Johnnie Miller |
| 14 | Loss Control Manager's Report | Mark Brady |
| 15 | Chief Executive Officer's Report | Johnnie Miller |
| 16 | Other Business | Kay Blackwell |

Lunch at **The Grille**, Wolf Creek Resort

AFFIDAVIT OF LYNN LEMON

STATE OF UTAH)
)
) :ss
COUNTY OF SALT LAKE)

Lynn Lemon, being duly sworn upon oath, deposes and says:

1. That the affiant has personal knowledge of the matters hereinafter referred to in this Affidavit.

2. That the Affiant, on or about the 6 day of June, 2008, presided over a meeting of the Utah Counties Insurance Pool Board of Trustees, an open and public meeting within the provisions of Chapter 4, Title 52, Utah Code Annotated, 1953, as amended.

3. That a quorum of the Utah Counties Insurance Pool Board of Trustees was present and at least two-thirds of the members present, voted to close the meeting pursuant to the provisions of Section 52-4-4, Utah Code Annotated, 1953, as amended, for the purpose of discussing the character, professional competence, or physical or mental health of an individual.

4. That the affiant was present throughout the meeting and, pursuant to the provisions of Section 52-4-7.5, the affiant does hereby affirm that the sole purpose for closing the meeting was to discuss the character, professional competence, or physical or mental health of an individual or individuals.

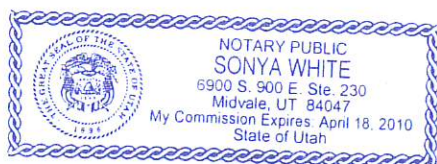
FURTHER, Affiant saith not.

DATED this 6 day of June, 2008.



KAY BLACKWELL, Vice-President
Utah Counties Insurance Pool

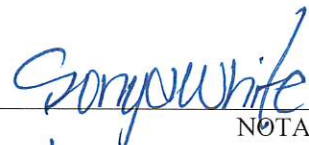
On the 6 day of June 2008, personally appeared before me Lynn Lemon, who, after being by me duly sworn, deposed and said that the information contained in the above and foregoing Affidavit is true and correct.



My Commission Expires: April 18, 2010

Residing at:

Midvale, Utah



NOTARY PUBLIC



Utah Counties Insurance Pool
Supporting Your Goals Since 1992

BOARD OF TRUSTEES MEETING

MINUTES

June 6, 2008, 8:00 a.m.
Wolf Creek Resort, Eden, Utah

BOARD MEMBERS PRESENT

Kay Blackwell, *Vice President*, Piute County Commissioner
Steve Wall, *Secretary-Treasurer*, Sevier County Clerk-Auditor
Bruce Adams, San Juan County Commissioner
Ken Bischoff, Weber County Commissioner
Brad Dee, Weber County Human Resources Director
Jim Eardley, Washington County Commissioner
Jerry Hess, Davis County Deputy Attorney
Kent Sundberg, Utah County Deputy Attorney
Steve White, Utah County Commissioner

BOARD MEMBERS ABSENT

Lynn Lemon, *President*, Cache County Executive
Karla Johnson, Kane County Clerk-Auditor
Wayne Smith, Iron County Commissioner

OTHERS PRESENT

Johnnie Miller, UCIP Chief Executive Officer
Mark Brady, UCIP Loss Control Manager
Sonya White, UCIP Manager of Administration

Call to Order

Kay Blackwell called this meeting of the Utah Counties Insurance Pool Board of Trustees to order at 8:00 a.m. on June 6, 2008.

Review of Board Members Absent

Lynn Lemon, Karla Johnson and Wayne Smith requested to be excused from this meeting due to prior commitments. Ken Bischoff made a motion to excuse Lynn, Karla and Wayne from this meeting. Steve White seconded the motion, which passed unanimously.

Approval of April 18, 2008 Meeting Minutes

The minutes of the Board of Trustees meeting held April 18, 2008 were previously sent to the Board of Trustees for review. Steve Wall and Kay Blackwell requested that the minutes be corrected on page two, *Presentation of Actuarial Reserve Analysis*, second paragraph should read: *This is a favorable development*. The third paragraph should be corrected from *Kent* to *Ken*. Page three, *Building Committee Report*, should read: *Steve White made a motion authorizing Johnnie Miller to reject the received bid for architectural services and research why only one response was received and authorize Johnnie to negotiate and provide leasing options to the Board at its next meeting*. Approve *Amended Joint Policy Statements*, second sentence delete the word: *because*. Page four, *Other Business*, first paragraph should read: *Kay Blackwell requested that the Board discuss meeting schedule options*. Steve Wall made a motion to approve the April 18, 2008 meeting minutes as corrected. Ken Bischoff seconded the motion, which passed unanimously.

Approve Amended 2008 Budgets

The amended 2008 Budgets were previously presented to and reviewed by the Board of Trustees at their annual Board Retreat on June 5 (see attachment number one). Brad Dee made a motion to approve the amended Multiline, Workers' Compensation and Employee Benefits budgets as presented. Steve White seconded the motion, which passed unanimously.

Consider Benefits Consulting Contract

Johnnie Miller will be meeting with representatives of GBS Benefits, Inc. regarding the possibility of using their services for the UCIP Employees Benefits Program. Jerry Hess made a motion authorizing Johnnie Miller to negotiate and enter into a contract for services with GBS Benefits, Inc. for an amount not to exceed \$10,000. Jim Eardley seconded the motion, which passed; Brad Dee and Steve White opposed.

Set Date and Time for Closed Meeting

Ken Bischoff made a motion to set the date and time for a closed meeting to discuss the character, professional competence, and/or physical/mental health of an individual for June 6, 2008 at 9:05 a.m. Steve White seconded the motion, which passed unanimously. Board Members present during the closed meeting were: Kay Blackwell, Steve Wall, Bruce Adams, Ken Bischoff, Brad Dee, Jim Eardley, Jerry Hess, Kent Sundberg and Steve White.

The regular meeting resumed at 9:20 a.m. on June 6, 2008.

Action on Personnel Matters

Kent Sundberg made a motion to allow flexible hours, up to and including working four ten-hour days, for UCIP staff from Memorial Day through Labor Day at the discretion of the Chief Executive Officer. Steve Wall seconded the motion, which passed unanimously.

Kent Sundberg made a motion to approve 20 days annual vacation leave for Johnnie Miller and five days vacation, for relocating, to be used prior to December 31, 2008. Bruce Adams seconded the motion, which passed unanimously.

Set Date and Time for Closed Meeting

Brad Dee made a motion to set the date and time for a closed meeting to discuss pending or reasonably imminent litigation for June 6, 2008 at 9:25 a.m. Ken Bischoff seconded the motion, which passed unanimously. Board Members present at the closed meeting were: Kay Blackwell, Steve Wall, Bruce Adams, Ken Bischoff, Brad Dee, Jim Eardley, Jerry Hess, Kent Sundberg and Steve White. Others present were: Johnnie Miller, Mark Brady and Sonya White.

Regular meeting resumed at 9:40 a.m. on June 6, 2008.

Action on Litigation Matters

Kent Sundberg made a motion to approve Doug Hogan, Tooele County Attorney, as a member of the Litigation Management Committee. Steve White seconded the motion, which passed unanimously.

Set Date and Time for Closed Meeting

Jim Eardley made a motion to set the date and time for a closed meeting to discuss the purchase, exchange or lease of real property for June 6, 2008 at 9:45 a.m. Steve White seconded the motion, which passed unanimously. Board Members present at the closed meeting were: Kay Blackwell, Steve Wall, Bruce Adams, Ken Bischoff, Brad Dee, Jim Eardley, Jerry Hess, Kent Sundberg and Steve White. Others present were: Johnnie Miller, Mark Brady and Sonya White.

Regular meeting resumed at 10:15 a.m. on June 6, 2008.

Action on Real Property Matters

Steve White made a motion authorizing the Building Committee and the Chief Executive Officer to negotiate a seven-year lease with Western Ag Credit for 7000 square feet of office space if additional parking for training sessions is made available. Bruce Adams seconded the motion, which passed unanimously.

Steve White made a motion to list UCIP's Sandy Property for \$549,000. Bruce Adams seconded the motion, which passed unanimously.

Ratification and Approval of Payments and Credit Card Transactions

Steve Wall reviewed the payments made, payments to be made (see attachment number two) and credit card transactions with the Board. Steve Wall made a motion to approve the payments made, payments to be made and credit card transactions. Steve White seconded the motion, which passed unanimously.

Review Joint Policy Statements

Johnnie Miller explained that, as the Board discussed at their Retreat on June 5, the Joint Policy Statements will be incorporated into the Coverage Agreement, Bylaws and other policies. Amendments made to these documents will be presented to the Board for approval.

Review Employment Policies and Procedures Manual

Johnnie Miller reported that he is working on amendments to the employment policies and procedures manual (see attachment number three). The Board recommended that accrued vacation leave should be limited to 360 hours and accrued sick leave should be limited to 600 hours. Johnnie will provide the amended manual to the Personnel Committee for review and presentation to the Board at its next meeting.

Loss Control Manager's Report

Mark Brady reported that Sheriff Guymon, Sheriff Merrell and Sheriff Noel will be in attendance to be interviewed by the Board at their August 11 meeting. Mark reviewed the survey results from the Personnel Workshop with the Board (see attachment number four).

Chief Executive Officer's Report

Johnnie Miller provided the Board with information on upcoming training opportunities: CAJPA, Lake Tahoe, September 16-19; and AGRIP, New Orleans, October 27-29.

Other Business

The Board discussed holding monthly meetings of the UCIP Board of Trustees. The consensus of the Board was to hold meetings each month starting August 2008. The next meeting of the Board of Trustees is scheduled for August 11, 2008, 6:00 p.m. in Cedar City. The Board will hold a meeting on September 11, 2008, 2:00 p.m. at Western Ag Credit. The scheduled October 16, 2008 meeting will be held in Provo instead of Moab.

The 2009 Board Retreat will be held at Zion Park Inn in Springdale. The 2010 Board Retreat will be held at Monument Valley.

Approved on this 11 day of August 2008



Steve Wall, UCIP Secretary-Treasurer



Utah Counties Insurance Pool
Supporting Your Goals Since 1992

BOARD OF TRUSTEES MEETING

MINUTES

April 18, 2008, 12:00 p.m.
Hilton Hotel, Salt Lake City, UT

BOARD MEMBERS PRESENT

Lynn Lemon, *President*, Cache County Executive
Kay Blackwell, *Vice President*, Piute County Commissioner
Steve Wall, *Secretary-Treasurer*, Sevier County Clerk-Auditor
Bruce Adams, San Juan County Commissioner
Ken Bischoff, Weber County Commissioner
Brad Dee, Weber County Human Resources Director
Jim Eardley, Washington County Commissioner
Jerry Hess, Davis County Deputy Attorney
Karla Johnson, Kane County Clerk-Auditor
Wayne Smith, Iron County Commissioner
Kent Sundberg, Utah County Deputy Attorney
Steve White, Utah County Commissioner

OTHERS PRESENT

Johnnie Miller, Chief Executive Officer
Sonya White, Manager of Administration
Anne Ayrton, Benefits Specialist
Lisa Dennison, By the Numbers Actuarial Consultants
Geri Douglas, Larson & Company, PC
Diane Nesbit, Larson & Company, PC

Call to Order

Following lunch, Lynn Lemon called this meeting of the Utah Counties Insurance Pool Board of Trustees to order at 1:00 p.m. on April 18, 2008, introduced guests and welcomed attendees.

Accept Board Resignation of Law Enforcement Committee Chair

Lynn Lemon reported that Sheriff Jim Nyland, Grand County, has emailed his resignation from the UCIP Board of Trustees effective April 9, 2008. The reason for Sheriff Nyland's resignation is that other commitments will interfere with his attendance at future Board meetings. Steve Wall made a motion to accept the resignation of Jim Nyland from the Board of Trustees as the Chair of the Law Enforcement Committee. Wayne Smith seconded the motion, which passed unanimously. Kay Blackwell made a motion to appoint LaMar Guymon, Emery County Sheriff, as the Chair of the Law Enforcement Committee and UCIP Board Member. In the event LaMar Guymon is unable to serve, Kay moved to appoint Cameron Noel, Beaver County Sheriff, as the Chair of the Law Enforcement Committee and UCIP Board Member. Brad Dee made a substitute motion to invite LaMar Guymon, Cameron Noel and Jeff Merrell, Uintah County Sheriff, to the next Board Meeting to be interviewed. The Board will appoint the new Chair of the Law Enforcement Committee following the interviews. Jim Eardley seconded the motion, which passed unanimously. The Board directed Mark Brady to contact LaMar Guymon, Cameron Noel and Jeff Merrell to explain the duties of the Board, discuss their willingness to serve and invite them to the next Board Meeting.

The agenda item was again brought up later in the meeting. Brad Dee made a motion directing Mark Brady to contact LaMar Guymon, Cameron Noel and Jeff Merrell to find out their interest in serving on the Board of Trustees and their commitment to attending the meetings. The candidates will be interviewed at the Board Retreat in June. Kent Sundberg made a substitute motion to interview the candidates via telephonic conference. The motion failed. Kay Blackwell seconded Brad Dee's motion, which passed. Kent Sundberg voted against the motion.

Review of Board Members Absent

All Board Members were present at this meeting.

Approval of February 14, 2008 Meeting Minutes

The minutes of the Board of Trustees meeting held February 14, 2008 were previously sent to the Board of Trustees for review. Steve Wall requested that the minutes be corrected on page one, UBS Financial Services Report, fourth sentence should read: *At this time, short-term investing has increased in value.* Page four, Chief Executive Officers Report, paragraph six, should read: *Lynn Lemon signed a Resolution to Appoint Johnnie Miller as UCIP's Representative to County Reinsurance Limited.* Steve Wall made a motion to approve the February 14, 2008 meeting minutes as corrected. Karla Johnson seconded the motion, which passed unanimously.

Presentation of Actuarial Reserve Analysis

Lisa Dennison, By The Numbers Actuarial Consultants, reviewed the 2007 Workers' Compensation Actuarial Reserve Analysis with the Board (see attachment number one). Lisa explained that since the Pool has four-years of loss experience the actuaries were able to use more of the Pool's experience instead of solely using industry experience. Page five charts the Incurred But Not Reported (IBNR) estimate calculated by the actuaries. IBNR estimates for the year 2004 were too high. Page six charts the known losses with page four and 37 comparing prior actuarial reports. Only a 1.4% change to the specific retention was experienced. Page 13 shows a decrease in the historical and expected development of incurred losses for year 2006 but the actuaries expect losses to develop 16% after 72 months of development. In comparison, the historical and expected development of paid losses, page 17, is expected to develop 37% after 72 months. The methods used to cover claims for the average four-year estimates are shown on page 22. The Workers' Compensation Pool needs \$3,000,000 reserved to pay claims prior to 2006. Table 10 shows the estimated funds available for claims, all years, is \$4,041,341. Johnnie Miller recommended that the Pool conduct a payroll audit each year to accurately collect required premiums from its members; the Board agreed.

Lisa reviewed the 2007 Multiline Actuarial Reserve Analysis with the Board (see attachment number two). As shown on page four, Lisa explained that the incurred losses to the prior actuarial report are \$1.29 million less than estimated. This is favorable development. Page 13 charts the historical and expected development of incurred losses and table 33 on page 55 shows the historical profitability at \$756,829 increase in surplus due to favorable prior year loss development.

Kent Bischoff made a motion to approve the 2007 Workers' Compensation and Multiline Actuarial Reserve Analysis Reports as presented. Bruce Adams seconded the motion, which passed unanimously.

Presentation of Independent Audit 2007

Geri Douglas and Diane Nesbit of Larson & Company reviewed the draft 2007 Financial Statements and Independent Auditors' Report, which is an unqualified opinion on the financials, with the Board (see attachment number three). Pages 4-9 consist of Management's Discussion and Analysis prepared by Johnnie Miller. The Statement of Net Assets, page 10, shows an increase in cash due to more monies held in the Public Treasurers' Investment Fund (page 17 notes provides a breakdown of cash and investments). Receivables show higher due to premiums billed for the Employee Benefits Pool, reserves for losses increased \$500,000 (IBNR estimates provided by the actuary) and capital assets have increased due to the land purchase. The auto restricted amount has been moved to unrestricted since a car allowance is now used for employees. Net assets have increased \$286,035 from the prior year. On the Statement of Cash Flows the Pool used a negative \$440,091 for operating activities wherein \$562,667 was used in 2006. A breakdown by line of business is shown on pages 26 and 27. Page 29 states no instances of noncompliance were found during the audit process. Recommendations to certain matters found during the course of the audit are listed in the Management Letter. These recommendations to strengthen internal controls include: 1) clarity to the sick and vacation policy; 2) non-accountable plan for the employee auto allowance; 3) timely deposit of cash receipts; 4) signatures required on workers' compensation disbursement checks; 5) supporting documentation for cash disbursements; 6) state legal compliance on budgeted expenditures; and 7) development of a disaster recovery plan.

Brad Dee made a motion to approve the 2007 Audit as presented. Kay Blackwell seconded the motion, which passed unanimously.

Audit Committee Report

Steve Wall reported that the Audit Committee met with Geri Douglas and Martha Hayes prior to the audit and met with Geri and Diane Nesbit to review the draft audit that was presented to the Board. The Pool's budget is currently on a cash basis, which the auditors report as a deficiency. The Audit Committee will work with staff to review year-end accrual entries and accrual line of business budgeting.

Building Committee Report

Steve White reported that the Building Committee met to discuss issues regarding the new UCIP Building. Only one bid for architectural services was received. The State of Utah is widening 700 East and will be taking UCIP owned property; how much has yet to be determined. The lease is due in February 2009 at the current location UCIP staff is housed. Larger space, in the same building, has just recently become available at a lower rate. The Building Committee recommends waiting to start construction until the road construction is complete. Steve White made a motion authorizing Johnnie Miller to reject the received bid for architectural services and research why only one response was received. Authorize Johnnie to negotiate and provide leasing options to the Board at its next meeting. Karla Johnson seconded the motion, which passed unanimously.

Approve Amended Joint Policy Statements

Johnnie Miller explained that recommended changes to the Joint Policy Statements will be discussed at the Board Retreat in June. Because expenses need to be paid to members traveling to the AGRIP Conference in Arizona, the Joint Policy Board Travel Expenses is not clear as to reimbursement if a member chooses a more expensive means of travel. The Board agreed that the Policy should be that reimbursement is made based on the least expensive method of travel.

Approve Resolution to Appoint Representative to County Reinsurance Limited

Karla Johnson made a motion to approve a Resolution to Appoint Johnnie Miller as UCIP's Representative to County Reinsurance Limited as signed at the February 14, 2008 Board meeting. Ken Bischoff seconded the motion, which passed unanimously.

Set Date and Time for Closed Meeting

Karla Johnson made a motion to set the date and time for a closed meeting to discuss character, professional competence, and/or physical/mental health of an individual for April 18, 2008 at 3:25 p.m. Kent Sundberg seconded the motion, which passed unanimously. Board Members present during the closed meeting were: Lynn Lemon, Kay Blackwell, Steve Wall, Bruce Adams, Ken Bischoff, Brad Dee, Jim Eardley, Jerry Hess, Karla Johnson, Wayne Smith, Kent Sundberg and Steve White.

The regular meeting resumed at 3:49 p.m. on April 18, 2008.

Set Date and Time for Closed Meeting

Karla Johnson made a motion to set the date and time for a closed meeting to discuss pending or reasonably imminent litigation for April 18, 2008 at 3:50 p.m. Jerry Hess seconded the motion, which passed unanimously. Board Members present at the closed meeting were: Lynn Lemon, Kay Blackwell, Steve Wall, Bruce Adams, Ken Bischoff, Brad Dee, Jim Eardley, Jerry Hess, Karla Johnson, Wayne Smith, Kent Sundberg and Steve White. Others present were: Johnnie Miller, Sonya White and Anne Ayrton.

Regular meeting resumed at 4:00 p.m. on April 18, 2008.

Action on Litigation Matters

Kent Sundberg made a motion approving authority up to an amount of \$120,000 during mediation in the matter of BOX0000432006. Steve Wall seconded the motion, which passed unanimously.

Ratification and Approval of Payments and Credit Card Transactions

Steve Wall reviewed the payments made, payments to be made (see attachment number four) and credit card transactions with the Board. Steve Wall made a motion to approve the payments made, payments to be made and credit card transactions, noting that a couple of issues will be reviewed with staff. Wayne Smith seconded the motion, which passed unanimously.

Review First Quarter Unaudited Financial Statements

Sonya White reviewed the in-house prepared, unaudited account balances arising from cash and accrual transactions as of March 31, 2008 (see attachment number five). A financial summary sheet was not compiled for the Board because the final audit and actuarial reports had not yet been approved. As discussed in the audit presentation and as shown on the Balance Sheet, cash has increased (unrestricted investments have decreased) from last year due to more monies held at the Public Treasurers' Investment Fund, which currently has higher rates than bonds being placed by UBS Financial Services. IBNR and Loss Reserves for 2008 have increased from the prior year as determined by the recent actuarial analysis. With the year 25% complete, budget to actual comparisons for each line of business and the administration expenses are in line for the first quarter 2008. Staff will revisit and request an account analysis from Wells Fargo.

Review Recommendation of Benefits Committee

Anne Ayrton reported that the Benefits Committee has been meeting with the Public Employees Benefits Program (PEHP) to move UCIP members out of the Local Governments Risk Pool (LGRP) into UCIP's own pool. Johnnie Miller explained that pursuant to the contract between UCIP and PEHP a separate UCIP member pool, one developing surplus, should have been created effect January 1, 2006. PEHP did not follow through with its contract obligations, which has cost UCIP approximately \$1.5 million in developed surplus pursuant to the PEHP actuarial analysis. PEHP Management is stating that surplus has already been reported to members of the LGRP and must be retained by the LGRP. PEHP is ready to start UCIP's pool effective January 1, 2009. Johnnie has outlined his recommendations in his CEO report (see attachment number six). The Benefits Pool Planning Board Committee (Brad Dee, Lynn Lemon and Kent Sundberg) and Johnnie will meet with PEHP Management to discuss the breach of contract and how to proceed with UCIP's separate, surplus earning pool.

Chief Executive Officer's Report

Due to time constraints, Johnnie Miller provided the Board with his written report (see attachment number six) and requested that the Board review and contact him with any questions.

Other Business

Kay Blackwell requested that the Board consider holding Board meetings every month to reduce the length of meetings now being held every other month. Jerry Hess requested that all information be emailed to the Board in advance.

Brad Dee explained that the Weber County Information Technology Department has developed an exceptional email policy that he would like to introduce to the UCIP members. Johnnie Miller recommended that Brad meet with the IT Committee that Mark Brady has coordinated.

The next meeting of the Board of Trustees is scheduled for June 6, 2008, 12:00 p.m. in Eden.

Approved on this _____ day of _____ 2008

Steve Wall, UCIP Secretary-Treasurer

Utah Counties Insurance Pool Payments

April 19 - June 6, 2008

Type	Date	Num	Name	Memo	Split	Amount
WF-Expense						
Paycheck	4/30/2008		Anne M. Ayrtton	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Johnnie R. Miller	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Kathy H. Stone	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Korby M. Siggard	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Lisa O. Brown	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Mark W. Brady	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Shaney M. Kelleher	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Sonya J. White	Direct Deposit	-SPLIT-	0.00
Paycheck	4/30/2008		Susan E. Gonce	Direct Deposit	-SPLIT-	0.00
Liability Check	4/29/2008		QuickBooks Payroll Service	Created by Payroll Service on 04/23/2008	-SPLIT-	-16,317.04
Paycheck	5/15/2008		Anne M. Ayrtton	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Johnnie R. Miller	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Kathy H. Stone	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Korby M. Siggard	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Lisa O. Brown	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Mark W. Brady	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Shaney M. Kelleher	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Sonya J. White	Direct Deposit	-SPLIT-	0.00
Paycheck	5/15/2008		Susan E. Gonce	Direct Deposit	-SPLIT-	0.00
Liability Check	5/14/2008		QuickBooks Payroll Service	Created by Payroll Service on 05/09/2008	-SPLIT-	-16,317.05
Paycheck	5/30/2008		Anne M. Ayrtton	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Johnnie R. Miller	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Kathy H. Stone	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Korby M. Siggard	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Lisa O. Brown	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Mark W. Brady	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Shaney M. Kelleher	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Sonya J. White	Direct Deposit	-SPLIT-	0.00
Paycheck	5/30/2008		Susan E. Gonce	Direct Deposit	-SPLIT-	0.00
Liability Check	5/29/2008		QuickBooks Payroll Service	Created by Payroll Service on 05/23/2008	-SPLIT-	-16,304.85
Liability Check	4/30/2008	ONLINE	United States Treasury	EFT ACKNOWLEDGEMENT NUMBER: 270852200739...	-SPLIT-	-6,430.96
Liability Check	4/30/2008	ONLINE	Utah State Tax Commission	Transaction Number: WTT08K4W32042	-SPLIT-	-2,046.31
Liability Check	4/30/2008	ONLINE	Utah Retirement Systems	Unit No: 864 (April 2008) Transit Number (ABA) 124002...	-SPLIT-	-9,999.22
Liability Check	4/30/2008	ONLINE	Nationwide Retirement Solutions	Entity: 644013	-SPLIT-	-2,926.54
Liability Check	5/15/2008	ONLINE	United States Treasury	EFT ACKNOWLEDGEMENT NUMBER: 270853600989...	-SPLIT-	-6,430.94
Liability Check	5/30/2008	ONLINE	United States Treasury	EFT ACKNOWLEDGEMENT NUMBER: 270855100116...	-SPLIT-	-6,447.54
Liability Check	5/30/2008	ONLINE	Utah State Tax Commission	Transaction Number: 8798161	-SPLIT-	-2,051.47
Liability Check	5/30/2008	ONLINE	Utah Retirement Systems	Unit No: 864 (May 2008)	-SPLIT-	-10,006.75
Liability Check	5/30/2008	ONLINE	Nationwide Retirement Solutions	Entity: 644013	-SPLIT-	-2,928.14
Check	4/23/2008	VISA	Wells Fargo	Account Number: 4856 2002 0869 3567	-SPLIT-	-4,267.73
Check	4/23/2008	VISA	Wells Fargo	Account Number: 4856 2002 0858 1036	-SPLIT-	-341.10
Check	4/23/2008	VISA	Wells Fargo	Account Number: 4856 2002 0646 9796	-SPLIT-	-1,220.82
Check	4/23/2008	VISA	Wells Fargo	Account Number: 4856 2002 0633 9635	-SPLIT-	-1,027.24
Check	5/22/2008	VISA	Wells Fargo	Account Number: 4856 2002 0646 9796	-SPLIT-	-3,108.33
Check	5/22/2008	VISA	Wells Fargo	Account Number: 4856 2002 0869 3567	-SPLIT-	-1,907.21
Check	5/22/2008	VISA	Wells Fargo	Account Number: 4856 2002 0633 9635	-SPLIT-	-2,318.12
Check	5/22/2008	VISA	Wells Fargo	Account Number: 4856 2002 0858 1036	-SPLIT-	-26.70
Check	4/24/2008	4574	Anne M. Ayrtton	Expense Reimbursement	-SPLIT-	-30.45
Check	4/24/2008	4575	Karla Johnson	Expense Reimbursement	-SPLIT-	-362.59
Check	4/24/2008	4576	Brad Dee	Expense Reimbursement	-SPLIT-	-405.74
Check	4/24/2008	4577	Steve White	Mileage Reimbursement	-SPLIT-	-92.92
Check	4/24/2008	4578	Kay Blackwell	Mileage Reimbursement	-SPLIT-	-191.90

Utah Counties Insurance Pool

Payments

April 19 - June 6, 2008

Type	Date	Num	Name	Memo	Split	Amount
Check	4/24/2008	4579	Kent Sundberg	Mileage Reimbursement	-SPLIT-	-50.50
Check	4/24/2008	4580	Gerald Hess	Mileage Reimbursement	-SPLIT-	-30.30
Check	4/24/2008	4581	Wayne Smith	Expense Reimbursement	-SPLIT-	-256.50
Check	4/24/2008	4582	Lynn Lemon	Mileage Reimbursement	-SPLIT-	-82.82
Check	4/24/2008	4583	James Eardley	Mileage Reimbursement	-SPLIT-	-303.00
Check	4/24/2008	4584	Bruce Adams	Expense Reimbursement	-SPLIT-	-303.00
Check	4/24/2008	4585	Ken Bischoff	Mileage Reimbursement	-SPLIT-	-35.35
Check	4/24/2008	4586	Verizon Wireless	Invoice Number: 0648487730	-SPLIT-	-65.66
Check	4/24/2008	4587	Steven Wall	Mileage Reimbursement	-SPLIT-	-166.65
Check	4/24/2008	4588	Johnnie R. Miller	Expense Reimbursement	-SPLIT-	-60.99
Check	4/24/2008	4589	Office Depot	Account Number: 35538769	-SPLIT-	-118.52
Check	4/24/2008	4590	Sonya J. White	Expense Reimbursement	-SPLIT-	-410.46
Check	4/30/2008	4591	PEHP-LTD	Coverage Period: April 2008	-SPLIT-	-272.31
Liability Check	5/1/2008	4592	Utah Counties Insurance Pool	Employee Benefits - May	-SPLIT-	-12,133.66
Check	5/8/2008	4593	Susan E. Gonce	Expense Reimbursement	Staff Expenses WC	-44.46
Check	5/8/2008	4594	Sonya J. White	Expense Reimbursement	-SPLIT-	-376.18
Check	5/14/2008	4595	M. Lee Smith Publishers	Order Number 12303542	-SPLIT-	-347.00
Check	5/14/2008	4596	FCP Holdings, LLC	Commercial Lease: 6900 South 900 East, Suite 230	-SPLIT-	-3,976.00
Check	5/14/2008	4597	Thompson Publishing Group, Inc.	Account Number: 5545124	-SPLIT-	-418.50
Check	5/14/2008	4598	SHRM	Order Number: 9001943290	-SPLIT-	-160.00
Check	5/14/2008	4599	Professional Binding Products, Inc.	Invoice Number: PS10102465	Loss Control & Training ML	-28.45
Check	5/14/2008	4600	Office Depot	Account Number: 35538769	-SPLIT-	-223.00
Check	5/14/2008	4601	NAIW	Annual Dues (International and Local)	-SPLIT-	-95.50
Check	5/14/2008	4602	Kay Blackwell	Expense Reimbursement	-SPLIT-	-178.00
Check	5/14/2008	4603	Revco Leasing Company, LLC	Invoice Number: 177432	-SPLIT-	-270.00
Check	5/14/2008	4604	Arthur J. Gallagher & Co.	Invoice Number: 81441	-SPLIT-	-6,150.00
Check	5/14/2008	4605	Les Olson Company	Invoice Number: 0950125-IN	-SPLIT-	-586.83
Check	5/14/2008	4606	Johnnie R. Miller	Expense Reimbursement	-SPLIT-	-246.55
Check	5/14/2008	4607	Anne M. Ayrton	Expense Reimbursement	-SPLIT-	-420.48
Check	5/14/2008	4608	Korby M. Siggard	Expense Reimbursement	-SPLIT-	-419.37
Check	5/14/2008	4609	Shaney M. Kelleher	Expense Reimbursement	-SPLIT-	-88.61
Check	5/14/2008	4610	Verizon Wireless	Invoice Number: 0652946642	-SPLIT-	-153.43
Check	5/14/2008	4611	Larson & Rosenberger	Invoice Number: 32171	-SPLIT-	-2,883.50
Check	5/14/2008	4612	Qwest	Account Number: 801-565-8500 170B	-SPLIT-	-479.37
Check	5/14/2008	4613	Tooele County	Check Number: 091148 Restitution (John Harper)	2008 Losses WC	-164.18
Check	5/14/2008	4614	Marvellous Catering, LLC	4/09/08 and 4/10/08	-SPLIT-	-141.51
Check	5/14/2008	4615	Cherrie Nelson	Personnel Workshop Speaker Mileage Reimbursement	Loss Control & Training ML	-342.39
Check	5/14/2008	4616	David Litchford	Personnel Workshop Speaker Fee	Loss Control & Training ML	-1,000.00
Check	5/14/2008	4617	Frances Hume	VOID: Personnel Workshop Speaker Fee/Expenses	-SPLIT-	0.00
Check	5/14/2008	4618	iLinc Communications	Invoice Number: 0805002024	Telephone EB	-206.06
Check	5/14/2008	4619	Frances Hume	Personnel Workshop Speaker Fee/Expenses	-SPLIT-	-560.00
Check	5/14/2008	4620	Positive Incentives	Invoice Number: 86181	Loss Control & Training ML	-261.24
Check	5/14/2008	4621	Office Depot	Account Number: 35538769	-SPLIT-	-331.99
Check	5/28/2008	4622			Spoiled Check	0.00
Check	5/28/2008	4623			Spoiled Check	0.00
Check	5/28/2008	4624	Verizon Wireless	Invoice Number: 0657192558	-SPLIT-	-65.61
Check	5/28/2008	4625	Cherrie Nelson	Personnel Workshop Speaker Hotel	Loss Control & Training ML	-121.48
Check	5/28/2008	4626	Utah State Board of CLE	VOID: CLE Credit May 15-16, 2008 Workshop	-SPLIT-	0.00
Check	5/28/2008	4627	FCP Holdings, LLC	Commercial Lease: 6900 South 900 East, Suite 230	-SPLIT-	-5,653.38
Check	5/28/2008	4628	Purchase Power	Customer ID: 19821793866	-SPLIT-	-473.98
Check	5/28/2008	4629	Office Depot	Account Number: 35538769	-SPLIT-	-128.61
Check	5/28/2008	4630	PEHP-LTD	Coverage Period: May 2008	-SPLIT-	-272.53
Liability Check	6/2/2008	4631	Utah Counties Insurance Pool	Employee Benefits - June	-SPLIT-	-12,155.08

Utah Counties Insurance Pool Payments

April 19 - June 6, 2008

Type	Date	Num	Name	Memo	Split	Amount
Check	6/2/2008	4632	Revco Leasing Company, LLC	Invoice Number: 179674	-SPLIT-	-270.00
Check	6/6/2008	4633	Insurance Professionals of Salt Lake City	Annual Golf Tournament	-SPLIT-	-134.00
Check	6/6/2008	4634	Christensen & Jensen	Invoice Number: 55114	-SPLIT-	-688.00
Check	6/6/2008	4635	Johnnie R. Miller	Expense Reimbursement	-SPLIT-	-637.00
Check	6/6/2008	4636	Shaney M. Kelleher	Expense Reimbursement	-SPLIT-	-28.25
Check	6/6/2008	4637	Les Olson Company	Invoice Number: 0959893-IN	-SPLIT-	-399.40
Check	6/6/2008	4638	Office Depot	Account Number: 35538769	-SPLIT-	-108.00
Check	6/6/2008	4639	FCP Holdings, LLC	Commercial Lease: 6900 South 900 East, Suite 230	-SPLIT-	-2,395.56
Check	6/6/2008	4640	Courtyard by Marriott	Personnel Workshop May 2008	-SPLIT-	-8,547.20
Total WF-Expense						-180,428.06
WF-Work Comp Expense						-72,304.00
Check	4/24/2008	202	County Reinsurance, Limited	2007 Workers' Compensation Payroll Audit	Reinsurance WC	-60.00
Check	4/24/2008	203	ISO Services, Inc.	Invoice Number: ISO0026510	Information Technology ...	-234.00
Check	5/9/2008	204	Mountain View Software	Invoice Number: 13539	Information Technology ...	-52.50
Check	5/9/2008	205	ISO Services, Inc.	Invoice Number: ISO0026862	Information Technology ...	-72,650.50
Total WF-Work Comp Expense						-253,078.56
TOTAL						

Employment Policies and Procedures

Amendments:

Section III p. 3

- D. Termination and Retirement (leave employment) Pay (payment of accrued sick/vacation, employee benefits)

Section IV p. 4-10

- A. Retirement Full-Time Employees (include URS Designation of Participation).
 - B. Group and Medical Insurance Full-Time Employees (delete LTD, change Cafeteria Plan to Health Reimbursement Arrangement, age limit of HRA benefits).
 - D. Vacation Full-Time Employees (earned leave, carrying forward cash-in, leave taken without pay (how much, limit), (see UPEA bulletin)).
 - E. Sick Leave Full-Time Employees (earned leave, carrying forward, cash-in, leave taken without pay (how much, limit)).
 - J. Travel for UCIP Business (same as Board, least expensive form of travel).
3. UCIP Automobiles (call allowance).

Section V p. 12-13

- C. Working Hours and Days (staff proposal).

Use of company credit cards, how document and attach receipts, who approve, etc.
Employment probationary period.
Employee review (six month, annual, merit increases).
Disaster Recovery policy.



Personnel Workshop Survey Results

May 15-16, 2008

Courtyard Marriott in St. George Utah

5. Overall Impression of the Workshop:

Excellent
Very Good
Average
Poor



Response Percent	Response Count
70.4%	19
25.9%	7
3.7%	1
0.0%	0

answered question

27

skipped question

1

6. Did you like the format/time schedule of the Workshop?

Yes



No (explain what would work better for you)



No (explain what would work better for you)

Response Percent	Response Count
88.9%	24
14.8%	4

answered question

27

skipped question

1

7. Did you like/dislike the meals provided? Explain.

Response Count
25



answered question

25

skipped question

3

7. Did you like/dislike the meals provided? Explain.

	Response Count
view	25
answered question	25
skipped question	3

Comment Text

1. Everything was yummy!
2. Like, they were very good
3. Liked
4. very good. Eggs were a little funky.....
5. Excellent
6. The meals were adequate. Perhaps afternoon breaks could have a few more choices.
7. They were really good! Good selection and variety.
8. Like
9. I enjoyed the meals
10. They were very good!
11. excellent variety was great and the buffet style moved right along.
12. Too much food - you spoil us!
13. They were good - except for the mousse! ;)
14. They were fine
15. very good meals
16. I liked them. Having them buffet style allowed choice
17. I thought the meals were great!
18. The food was very good!!
19. I prefer to eat on my own.
20. Meals were great
21. Liked, excellent
22. LIKED IT TOO MUCH!
23. Good
24. The meals were very good
25. Yes

Response Date

Wed, 5/28/08 2:33 PM
 Wed, 5/28/08 2:24 PM
 Fri, 5/23/08 10:32 AM
 Wed, 5/21/08 1:42 PM
 Wed, 5/21/08 12:14 PM
 Wed, 5/21/08 8:08 AM
 Tue, 5/20/08 2:46 PM
 Tue, 5/20/08 10:44 AM
 Tue, 5/20/08 10:11 AM
 Tue, 5/20/08 9:16 AM
 Tue, 5/20/08 8:03 AM
 Tue, 5/20/08 7:41 AM
 Tue, 5/20/08 7:26 AM
 Tue, 5/20/08 4:49 AM
 Mon, 5/19/08 3:27 PM
 Mon, 5/19/08 2:42 PM
 Mon, 5/19/08 2:41 PM
 Mon, 5/19/08 1:53 PM
 Mon, 5/19/08 1:44 PM
 Mon, 5/19/08 1:27 PM
 Mon, 5/19/08 1:16 PM
 Mon, 5/19/08 1:06 PM
 Mon, 5/19/08 12:57 PM
 Mon, 5/19/08 12:55 PM
 Mon, 5/19/08 12:49 PM

8. Did you like/dislike the conference room at the Courtyard Marriott? Explain.

	Response Count
view	25
answered question	25
skipped question	3

Comment Text

1. The facility was very nice and the staff was helpful and friendly.

2. Like, I thought that it was nice and open

3. too small for the number of bodies

4. Loved it!

5. A little crowded

6. I liked staying here. It is conveniently located and was nice to be able to have meetings at the hotel you are staying.

7. Liked it, was very comfortable, big and easy to hear and see presentations

8. dislike: Is it necessary to have to be seated so close together?

9. I wish the hotel would have provided pitchers of ice water at each table

10. It was a little cold at times.

11. Though a little bit of a tight fit I felt the accommodations were good. I liked having the conference in the hotel where we stayed.

12. A little tight, but it worked fine

13. It was very nice.

14. Like

15. very nice conference room

16. yes--speaker and powerpoint were visible.

17. I liked to conference room, much prefer staying and meeting in the same place. The convention center doesn't rank high on my list of favorite places to be!

18. I liked it. It is always nice not to have to drive somewhere else for the meetings.

19. Yes, the facility was nice.

20. I really enjoyed the location!!!

21. Liked

22. It was very nice.....

23. The room was good. Always cold, but that is just about every conference.

24. The conference room was very roomy. I liked it.

Response Date

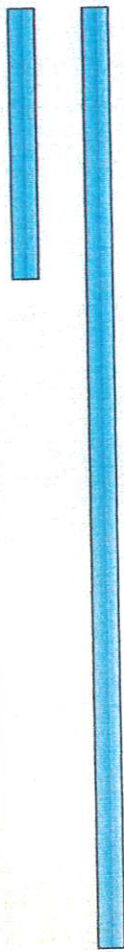
Wed, 5/28/08 2:33 PM
 Wed, 5/28/08 2:24 PM
 Fri, 5/23/08 10:32 AM
 Wed, 5/21/08 1:42 PM
 Wed, 5/21/08 12:14 PM
 Wed, 5/21/08 8:08 AM
 Tue, 5/20/08 2:46 PM
 Tue, 5/20/08 10:44 AM
 Tue, 5/20/08 10:11 AM
 Tue, 5/20/08 9:16 AM
 Tue, 5/20/08 8:03 AM
 Tue, 5/20/08 7:41 AM
 Tue, 5/20/08 7:26 AM
 Tue, 5/20/08 4:49 AM
 Mon, 5/19/08 3:27 PM
 Mon, 5/19/08 2:42 PM
 Mon, 5/19/08 2:41 PM
 Mon, 5/19/08 1:53 PM
 Mon, 5/19/08 1:44 PM
 Mon, 5/19/08 1:27 PM
 Mon, 5/19/08 1:16 PM
 Mon, 5/19/08 1:06 PM
 Mon, 5/19/08 12:57 PM
 Mon, 5/19/08 12:55 PM

9. Did you take advantage of the hotel block UCIP made at the Courtyard Marriott?

 view

Yes

No (I like to stay at)



Response	Percent	Response Count
Yes	77.8%	21
No (I like to stay at)	22.2%	6

answered question

skipped question

27

1

10. Did you like/dislike the hotel accommodations? Explain.

Response Count	
view	23
answered question	23
skipped question	5

Comment Text

1. The accommodations were very nice

2. Like, very nice hotel

3. liked

4. I loved my room and being in the same facility as the conference. Also great location for afterwards.

5. The accommodations were great.

6. GREAT!!!! The people were nice, rooms were clean, staff was willing to out of their way!

7. like

8. The hotel was good. I'd go there again.

9. They were great. I like the accommodations in the same place as the meeting.

10. Very nice, clean, quiet, and the staff was attentive and courteous.

11. Worked for me

12. The hotel accommodations were very nice.

13. Hotel was great! The only complaint I have is that they cleaned our room at 10:30 before we checked out and threw away some of our belongings.

14. Hotel was very nice.

15. Very much liked the hotel

16. yes-clean and good quality

17. We liked the hotel. It was clean and spacious - very nice.

18. The hotel was very nice for a good price!

19. Yes, I liked them.

20. I loved the hotel

21. Liked, excellent

22. N/A

23. Commuted

Response Date

Wed, 5/28/08 2:33 PM

Wed, 5/28/08 2:24 PM

Fri, 5/23/08 10:32 AM

Wed, 5/21/08 1:42 PM

Wed, 5/21/08 8:08 AM

Tue, 5/20/08 2:46 PM

Tue, 5/20/08 10:44 AM

Tue, 5/20/08 10:11 AM

Tue, 5/20/08 9:16 AM

Tue, 5/20/08 8:03 AM

Tue, 5/20/08 7:41 AM

Tue, 5/20/08 7:26 AM

Tue, 5/20/08 4:49 AM

Mon, 5/19/08 3:36 PM

Mon, 5/19/08 2:54 PM

Mon, 5/19/08 2:42 PM

Mon, 5/19/08 2:41 PM

Mon, 5/19/08 1:53 PM

Mon, 5/19/08 1:44 PM

Mon, 5/19/08 1:27 PM

Mon, 5/19/08 1:16 PM

Mon, 5/19/08 12:55 PM

Mon, 5/19/08 12:49 PM

13. Which Workshop topics were useful/of no use to you?



Topics of use to me:



Topics of no use to me:



answered question	21
skipped question	7

14. What did you like best about the 2008 Personnel Workshop?

	Response Count
view	24
answered question	24
skipped question	4

Comment Text

1. Everything stayed on track and on time!

2. subject matter and presenters were well prepared

3. Location

4. David Litchford Speaker

5. Topics and hotel location.

6. Wage Continuation

7. Performance Appraisals - Cherrie Nelson

8. Self contained in the preferred hotel, efficiency of the workshop

9. This was one of the best I have ever attended.

10. the exchange of information and ideas

11. Litchford was very entertaining

12. Everything.

13. Everything was great

14. Great presenters and timely topics

15. Location, new time format, no dinner / entertainment

16. Litchford's presentation

17. Motivational speaker

18. The motivational speaker

19. The topics were great and I really enjoyed the hotel accomadations also having the conference at the same place was wonderful.

20. Managing Generational Difference, wonderful info

21. David Litchford "Catch the Vision"

22. Overall the speakers and topics were great. Best I have been to so far.

23. The presenters were for the most part very good

Response Date

Wed, 5/28/08 2:33 PM
Fri, 5/23/08 10:32 AM
Wed, 5/21/08 1:42 PM
Wed, 5/21/08 12:14 PM
Wed, 5/21/08 8:08 AM
Tue, 5/20/08 2:46 PM
Tue, 5/20/08 10:44 AM
Tue, 5/20/08 10:11 AM
Tue, 5/20/08 9:16 AM
Tue, 5/20/08 8:03 AM
Tue, 5/20/08 7:41 AM
Tue, 5/20/08 7:26 AM
Tue, 5/20/08 4:49 AM
Mon, 5/19/08 3:27 PM
Mon, 5/19/08 2:54 PM
Mon, 5/19/08 2:42 PM
Mon, 5/19/08 2:41 PM
Mon, 5/19/08 1:53 PM
Mon, 5/19/08 1:27 PM
Mon, 5/19/08 1:16 PM
Mon, 5/19/08 1:06 PM
Mon, 5/19/08 12:57 PM
Mon, 5/19/08 12:55 PM

15. What would you suggest we do differently?



answered question

Response
Count

16

Response Date

Comment Text

1. I thought it was very well organized and informative
2. information to help meet the workers' comp best practices program
3. time as mentioned above. NO GROUP WORK
4. Nothing
5. Talk about worker's comp rules more, for us new folks
6. It was over-all very good. Thanks for your hard work.
7. Just keep up the good work.
8. can't think of a thing... stay the course!... the conference was very well done!
9. I liked doing the raffle throughout the workshop
10. Start early and keep the end on Friday at 3.
11. Nothing
12. Dismiss by noon of the second day.
13. Have it in April - May is such a busy month and I was unable to stay for all of the last day.
14. Everything was great this year.
15. Nothing, you do the best workshops
16. It was great..

Wed, 5/28/08 2:33 PM

Fri, 5/23/08 10:32 AM

Wed, 5/21/08 1:42 PM

Wed, 5/21/08 8:08 AM

Tue, 5/20/08 2:46 PM

Tue, 5/20/08 10:44 AM

Tue, 5/20/08 9:16 AM

Tue, 5/20/08 8:03 AM

Tue, 5/20/08 7:41 AM

Tue, 5/20/08 7:26 AM

Tue, 5/20/08 4:49 AM

Mon, 5/19/08 2:41 PM

Mon, 5/19/08 1:44 PM

Mon, 5/19/08 1:27 PM

Mon, 5/19/08 1:16 PM

Mon, 5/19/08 1:06 PM

16. Where would you like this Workshop to be held next year (location, facility)?

Comment Text	Response Count	Response Date
1. No preference	22	Wed, 5/28/08 2:33 PM
2. Richfield		Fri, 5/23/08 10:32 AM
3. I'd love a repeat of this year		Wed, 5/21/08 1:42 PM
4. St. George same place or Dixie Center		Wed, 5/21/08 12:14 PM
5. It might be nice to be more centrally located for those counties who are so far away from St. George.		Wed, 5/21/08 8:08 AM
6. St. George or Salt Lake		Tue, 5/20/08 2:46 PM
7. Bryce Canyon was great. St. George again is good.		Tue, 5/20/08 10:44 AM
8. St. George is fine, or Bear Lake, or Bryce Canyon		Tue, 5/20/08 9:18 AM
9. This place was great!!!		Tue, 5/20/08 7:41 AM
10. Moab, Cedar City, St. George, Vernal, Logan		Tue, 5/20/08 8:03 AM
11. Price, Carbon County has a great facility		Tue, 5/20/08 7:26 AM
12. Central Utah		Mon, 5/19/08 3:27 PM
13. St. George		Mon, 5/19/08 2:54 PM
14. St. George / Courtyard Marriott		Mon, 5/19/08 2:42 PM
15. St. George		Mon, 5/19/08 2:41 PM
16. Park City, or Davis County		Mon, 5/19/08 1:53 PM
17. I liked where it was held this year.		Mon, 5/19/08 1:44 PM
18. Same place.		Mon, 5/19/08 1:27 PM
19. St. George is great.		Mon, 5/19/08 1:16 PM
20. Moab, May and August are always in the Cedar City/St. George area, move it around		Mon, 5/19/08 1:06 PM
21. Moab		Mon, 5/19/08 12:56 PM
22. Washington County		

Comment Text

Response Date

view


answered question

22

skipped question

6

17. What topics would you like presented/discussed at next year's Workshop?

Response Count	
 15	
answered question	15

Comment Text

- ADAEEO
- information to help meet the workers' comp best practices program
- I can't think right now. I will email if I come up with something.
- Update on Drug and Worker's Comp if any
- Employees work day and abuse of time, i.e. breaks
- Worker's comp rules, more in immigration & ID verification updates, how to deal with employees who know their job but play like they don't
- Any helpful areas dealing with employee motivation.
- Pre hire topics to prevent the other problems after they are hired
- I thought Johnnie's presentation was insightful and pertinent-I'd like to hear of similar ways we can be more efficient.
- Similar to those discussed this year. Maybe a personality test would be fun
- Dealing with difficult people
- Customer Service - I'm also interested in an on-site class for my staff
- Hiring and Firing: Conducting interviews; Difficult People at work - how to handle them; negotiating benefits with Commission/Council
- FMLA if the new laws are passed.
- IRS and pay practices for vehicle use and cell phone, etc.

Wed, 5/28/08 2:33 PM

Fri, 5/23/08 10:32 AM

Wed, 5/21/08 1:42 PM

Wed, 5/21/08 12:14 PM

Wed, 5/21/08 8:08 AM

Tue, 5/20/08 2:46 PM

Tue, 5/20/08 10:44 AM

Tue, 5/20/08 9:16 AM

Tue, 5/20/08 8:03 AM

Tue, 5/20/08 7:41 AM

Tue, 5/20/08 7:26 AM

Tue, 5/20/08 4:49 AM

Mon, 5/19/08 2:41 PM

Mon, 5/19/08 1:44 PM

Mon, 5/19/08 1:16 PM

18. Would you like to play in a Golf Tournament on the day before the Workshop?

Comment Text		Response Count
view		23
answered question		23
skipped question		5

Comment Text	Response Date
1. Not really, I am not a good golfer ;)	Wed, 5/28/08 2:33 PM
2. no	Wed, 5/28/08 2:24 PM
3. no.	Fri, 5/23/08 10:32 AM
4. no	Wed, 5/21/08 1:42 PM
5. NO	Wed, 5/21/08 12:14 PM
6. If my husband is able to attend and play, I am just learning to golf and wouldn't feel comfortable golfing in a tournament.	Wed, 5/21/08 8:08 AM
7. No, thank you	Tue, 5/20/08 2:48 PM
8. Probably not	Tue, 5/20/08 10:44 AM
9. I personally don't play golf anymore. I'd be willing to help with logistics or administration or publicity about it though.	Tue, 5/20/08 10:11 AM
10. No I wouldn't because I don't golf but I do shop!!	Tue, 5/20/08 9:16 AM
11. Sure! But where most conferences are so far away it would be best to have the golf in the morning of the first day, and then start the meetings in the afternoon.	Tue, 5/20/08 8:03 AM
12. Need you ask?	Tue, 5/20/08 7:41 AM
13. No.	Tue, 5/20/08 7:26 AM
14. No	Mon, 5/19/08 2:54 PM
15. no	Mon, 5/19/08 2:42 PM
16. No golf, maybe softball(?) well maybe not, too old and toooooo fat!	Mon, 5/19/08 2:41 PM
17. No	Mon, 5/19/08 1:53 PM
18. No thanks.	Mon, 5/19/08 1:44 PM
19. No	Mon, 5/19/08 1:27 PM
20. Yes	Mon, 5/19/08 1:16 PM
21. YES...but I'm horrible!	Mon, 5/19/08 1:06 PM
22. No	Mon, 5/19/08 12:55 PM
23. No	Mon, 5/19/08 12:49 PM

Institute – Jointly with CAJPA in South Lake Tahoe, Nevada

Pool Staffing and Service Provider Management

Manage service providers to achieve desired pool results

Human Resource Responsibilities

Manage employee discipline and poor performance issues

Plan for staff pool successions

Professional Development

Consider alternative pooling strategies for improved operating performance

Increase job satisfaction for pooling professionals

Topics in Risk Management Course / Risk Finance

Alternative Risk Financing Programs

Pool Risk and Insurance Management

Assist members should catastrophic event occur

Governance and Leadership Conference – New Orleans, Louisiana

Governing Process

Conduct a Board self-evaluation

Plan for future developments and trends impacting pool operations

Improve team-building skills

Law

Manage Employment Legal Issues

General Administration

Make Informed Pool Business Decisions

Pool Administration

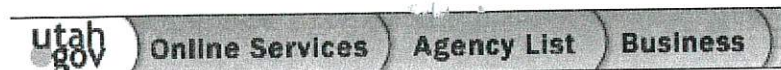
Analyze pool operations audit and know how to implement recommendations

Marketing

Monitor Member Attitudes and Assessment of Pool Performance

Topics in the Risk Management Course / Underwriting

Underwriting Principles and Fundamentals



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Meeting Title: Board of Trustees

Government Type: Special Districts

Entity: Utah Counties Insurance Pool

Public Body Name: Board of Trustees

Meeting Subject: Insurance

Street Address: 3718 North Wolf Creek Drive

Street Address continued:

City: Eden

Zip: 84310

Start Date: Jun 6, 2008

End Date: Jun 6, 2008

Agenda: Breakfast Call to Order and Welcome Attendees Excuse Board Members Absent Approval of April 18, 2008 Meeting Minutes Approve Amended 2008 Budgets Consider Benefits Consulting Contract Set Date and Time for Closed Meeting to Discuss Character, Professional Competence, Physical/Mental Health of an Individual Action on Personnel Matters Set Date and Time for Closed Meeting to Discuss the Pending or Reasonably Imminent Litigation Action on Litigation Matters Set Date and Time for Closed Meeting to Discuss the Purchase, Exchange, or Lease of Real Property Action on Real Property Matters Ratification and Approval of Payments and Credit Card Transactions Review Joint Policy Statements Review Employment Policies & Procedures Manual Loss Control Manager's Report Chief Executive Officer's Report Other Business Lunch at The Grille, Wolf Creek Resort

ADA: In compliance with the Americans with Disabilities Act, individuals needing special accommodations (including auxiliary communicative aids and services) during this meeting should notify Sonya White at the Utah Counties Insurance Pool, PO Box 760, Midvale, UT 84047, or call 800-339-4070, at least three days prior to the meeting.

Electronic Participation: Any Member of the Utah Counties Insurance Pool Board of Trustees may participate telephonically.

Other:

Emergency

Meeting Notice: No

